

Update on the Development of a Pilot Program Completer Survey

February 2013

Overview of this Report

This report continues a discussion about piloting a Program Completer Survey for all applicants recommended for a preliminary credential.

Staff Recommendation

Although this item is listed as both an information and action item, no specific action is required. Direction and guidance from the COA is appreciated and will be used as this project moves forward.

Background

As the initial item on the Pilot Program Completer Survey, the background section will give a brief overview of the genesis of the item, a summary of the most recent work on the item, and a timeline projecting benchmarks for the proposed project.

From time to time, the issue of collecting statewide data about educator preparation programs has arisen. However, the discussion for a Program Completer Survey formally began at the June 2012 Commission meeting. The development of a Program Completer Survey was one of fourteen recommendations approved by the Commission from the Professional Services Committee agenda item 6B. The link is as follows: <http://www.ctc.ca.gov/commission/agendas/2012-06/2012-06-6B.pdf>. The link to the Commission minutes is also embedded here and shows discussion with input and support from the public without a dissenting opinion. The link is as follows: <http://www.ctc.ca.gov/commission/agendas/2012-08/2012-08-1A.pdf>

At the June 2012 meeting, the Commission directed staff to develop and pilot a Program Completer Survey to collect data that can be used in the accreditation process. The purpose of the pilot survey would be to provide information relative to both the Common and program standards and could focus the site visit beginning with the visits in 2013-14. Further, per the agenda item, staff was directed to work with stakeholders and the Committee on Accreditation to develop a more streamlined and targeted site visit model that is cost effective, rigorous, and focuses on the essential attributes of high quality educator preparation. The data to support the revised site visit model would be generated, in part, by the Program Completer Survey and could be piloted in 2013-14. The Program Completer Survey could generate data to support a revised site visit model with a pilot beginning in 2013-14.

As discussed at the June 2012 Commission meeting, a benefit from implementation of the specific recommendation to develop and pilot a Program Completer Survey would be that the data would provide a common set of information about approved programs to the Commission and the institutions that prepare California's educators.

In the September 2012 report *Greatness By Design: Supporting Outstanding Teaching to Sustain a Golden State*, the task force called directly for a narrowing of variability in program quality for

both teacher education and administrator preparation (p. 28). In Chapter 3: Recommendations for Educator Preparation, Recommendation 3B states, “We recommend the CTC review research on successful program models that produce effective teachers and school leaders and incorporate these into accreditation standards...these features should also be reflected in data sources that will be regularly tapped for evidence about outcomes. These can inform strategic decisions about how to target both formative supports and visits and where to probe for more rigorous and well-informed accreditation judgments.” The task force then enumerates essential elements the accreditation process should include such as “Common surveys of program graduates upon initial licensure...” (p. 31).

At the Committee on Accreditation’s October 18, 2012, meeting there was a small group discussion of the pilot Program Completer Survey that discussed the following six guiding questions:

1. What is the focus of a survey? (C.S., program standards, high leverage standards?)
2. For which programs do we create the survey?
3. How should the results of a survey be used in accreditation?
4. Would the results be used to “close” a standard?
5. What level of “positive” responses will allow a Common Standard to be “passed” or “closed” prior to a site visit?
6. What other possibilities are there for use of the data? (Comparability of responses, statewide mean versus institutional mean)

The discussion at the COA meeting in October raised several important considerations such as the possibility of survey fatigue, attention to not duplicating other existing efforts, ensuring the data can be shared with the institution, and the development of clear processes and procedures to use the data in accreditation. The topics discussed in October will continue to assist in the effort to develop the pilot project.

Obtaining Information from the Field

Staff had an opportunity to engage in a call with Commission Chair Linda Darling-Hammond in December 2012 to discuss her vision for the pilot Program Completer Survey. There was discussion about the use of this pilot survey for only applicants recommended for preliminary credentials, the need for a working group from the field to participate in the development of a survey, and agreement to focus on the Common Standards.

Staff placed a call for participation in a working group on PSD e-news and communicated with all interested constituents. An email went to all respondents with a doodle poll for the first telemeeting of the Program Completer Working Group and a date was set for a web-based call on January 17, 2013.

Staff facilitated the meeting on January 17, 2013, via a web-hosted conference call. Embedded here is the link to the meeting: <https://connect4.uc.att.com/calnet/meet/?RecordingKey=D62CE327-10A5-44B9-B468-11E0E3E14D38> and the agenda for the meeting is provided in Appendix C. In this introductory

meeting, staff reviewed the purpose of the pilot survey, the focus on the Common Standards, the target audience, the format, and other surveys used by institutions within and outside of California. The working group all supported the purpose and utility of the survey and agreed to participate in drafting and editing the survey online.

The working group committed to at least two additional meetings to develop the survey and address suggestions and input from COA and the Commission. The dates for the next two meetings are currently being scheduled for early February and mid-March. The working group is inclusive and welcomes additional input from interested stakeholders.

The projected timeline for the pilot Program Completer Survey is as follows:

- March 8, 2013: Commission agenda item about the Preliminary Completer Survey
- April 1, 2013: Pilot draft of survey completed, Reviewed by Working Group
- May-June, 2013: Pilot survey
- July-August, 2013: Meet with Working Group to discuss Pilot and suggest modifications

Discussion

The Commission's accreditation system is tasked with ensuring that all approved educator preparation programs are of high quality, meet the adopted standards, and focus on continuous improvement.

As the *Greatness by Design* task force finds, only with the use of regular data sources can educator preparation programs be supported with accreditation processes to ensure that all programs are of the highest quality.

Staff poses the following questions for discussion at this meeting:

- Should there be a minimum raw number or percentage of responses for the data to be used during a site visit?
- If a 4 point Likert Scale is used, how should the aggregate average data be applied? For instance, would the COA want to establish a minimum aggregate score that would be considered "acceptable"?
- What would an "acceptable" score mean to the accreditation process? How might it be used to streamline the site visit review?
- Are there Common Standards that would be better assessed by alternate measures?
- How and when will the data be reported to institutions?
- Would the data be reported to COA annually?

Other questions could be generated as well as suggestions for alternate measures. The questions above are provided to begin the discussion with COA.

Next Steps

As the initial item on this topic, staff will ensure it is placed back on the agenda for further discussion. Based on the COA's comments and discussion, staff could gather information from additional working group members and instruments and/or prepare additional agenda items focusing on the Pilot Program Completer Survey for future meetings.

Appendix A: Program Completer Working Group

Program Completer Working Group

Member Name	Affiliation
Kelli Agner	Mount St. Mary's College
Jessica Charles	UC Berkeley
LaRie Colosimo	BTSA
Judi Conroy	UC Irvine
Deb Erickson	California Lutheran University
Rebekah Harris	Azusa Pacific University
Carol Johnston	Mount St. Mary's College
Anne Jones	UC Riverside
M.G. (Peggy) Kelly	Cal Poly Pomona
Ira W. Lit	Stanford University
Marita Mahoney	CSU San Bernardino
Shane Martin	Loyola Marymount University
Marie Orillion	UC Riverside
Nina Potter	San Diego State University
Tine Sloan	UC Santa Barbara
Kip Tellez	UC Santa Cruz
Judith Warren Little	UC Berkeley
Audry Wiens	Riverside County Office of Education/BTSA
Pia Wong	CSU Sacramento

CTC Staff	Position
Teri Clark	Director
Cheryl Hickey	Administrator
Tonja Jarrell	Consultant
Phi Phi Lau	AGPA
Bruce Little	Consultant
Marjorie Suckow	Consultant
Mike Taylor	Consultant



December 21, 2012

Context and background:

For years, the concept of a state wide survey of program completers had arisen in a variety of policy discussions as a means to collect data about program quality. Discussions about the development of a state wide survey of program completers were initiated by the Commission in June of 2012. Further direction by the Commissioners called on CTC staff to develop a program completer survey to create a data source that will inform accreditation and provide data on the quality of educator preparation across California. The chair has directed staff to develop an online survey with items that are, to the extent possible, predictive of teacher effectiveness, provide data on the quality of programs and range of learning opportunities across programs, have a high utility to streamline the accreditation process, and are able to inform policy in the future.

Rationale:

At the June 2012 Commission meeting, the Commission took action to adopt fourteen recommendations related to the implementation of the accreditation system in 2012-13. Recommendation #10 reads as follows:

10. Develop and pilot a program completer survey to collect data that can be used in the accreditation process. The survey would provide information relative to both the Common and program standards and could focus the site visit beginning with the visits in 2013-14.

Additionally, the CCSSO report, *Our Responsibility, Our Promise*, calls for states to collect and report data in ways that are meaningful to multiple stakeholders over time and finds that an ideal data reporting system provides relevant information to support continuous improvements in educator preparation programs and to inform licensure and program approval reform.

The purpose of the work group is to develop a survey to answer the following guiding question(s):

1. Which components of the Commission's common standards can be most appropriately measured by a program completer survey?
2. Which characteristics of educator preparation programs are most critical to assess in order to measure educator readiness?
3. What is happening in programs where candidates feel most prepared and how can the Commission leverage this data in future policy development?

In phase one the Commission, staff, and work group will develop a survey to identify which areas of preparation programs are the high leverage areas to assess with the goal of applying the findings during

Appendix B: Background Information Document for Working Group

accreditation visits. This initial phase of the process will result in a pilot survey for credential applicants for all initial credential programs that will be administered and analysed by CTC. Consecutive phases of the project may include survey development to gather data from employers, master teachers/mentors, and may expand into collection of related data in subsequent years.

Process:

By drawing on the expertise of faculty, district coordinators, induction specialists, and staff of CTC a survey, in part utilizing existing, valid surveys from other institutions and states will be developed to assess the implementation of the Common Standards in preparation programs across the state of California. Discussions about use of the survey data in accreditation and the processes, procedures, and guidelines for use of these data will be considered by the COA.

Possible Future Implications:

The result of this project could be a multi-phase, multi-year data collection process which may include surveys for employers, administrators/supervisors, and master teachers/mentors. While the pilot period will focus on data collection and analysis of the characteristics of accredited programs that produce high quality program completers, subsequent iterations may include data collection to determine how and under what conditions preparation programs in California develop high quality educators at one year out and five years out. This initial phase will focus on Preliminary preparation programs, but in the future a survey could be developed for second tier preparation programs (General Education Induction and Clear, Clear Education Specialist Induction, and Tier II Administrative Services).

Timelines:

- February 7, 2013, update to the COA
- March 8, 2013, agenda item discussing the progress on a completer survey for Commission
- May-June, 2013, pilot survey
- Fall 2013, roll out phase I surveys

Outcomes:

- A web-based survey to be completed when an institution recommends a candidate for their initial/preliminary credential
- Approximately 45-60 forced choice items on a 4-point scale, may have some open-ended questions
- Focus is on all initial educator preparation programs
- Ideal to have another set of items for employers and master teachers/mentors during subsequent phases of the project

**Program Completer
Survey
Working Group**

**January 17, 2013
3:00 PM**

Meeting called by: Teri Clark, Cheryl Hickey, Tonja Jarrell

Meeting location: Meeting will be held via AT&T Connect. A forthcoming email from CTC will give detailed instructions on how to call in.

Agenda: 3pm-6pm

- Introductions and overview (Teri)
- Time commitment (Cheryl)
- Scope of project, sketch outcomes/deliverables (Teri & Tonja)
- Discuss rationale and purpose of survey including Common Standards (Cheryl)
- Sharing of resources to develop the survey (Tonja)
- Action items for next meeting (Tonja)
- Calendar future meeting dates (propose a date second week of February) (Tonja)

Preliminary Program Completer Survey: to provide information to the institution, across all Preliminary programs, and to provide aggregated program information for accreditation purposes. The findings from the survey would shape the length, duration, and focus of the Accreditation site Visit.

Timelines:

- February 7, 2013: COA agenda item to discuss Preliminary Completer Survey
- March 8, 2013: Commission agenda item about the Preliminary Completer Survey
- April 1, 2013: Pilot draft of survey completed, Reviewed by Working Group
- May-June, 2013: Pilot survey on CTC Online
- July-August, 2013: Meet with Working Group to discuss Pilot

Notes:

Action items:

Person responsible:

Deadline:

Appendix C: Agenda from Initial Program Completer Working Group Meeting